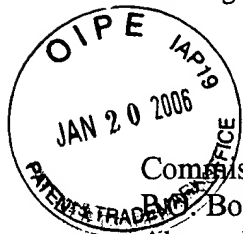


COMMISSIONER FOR PATENTS
Washington, D.C. 20231

SERIAL NO. 09/895,977

DOCKET NO. AUS920010235US1

DATE: January 18, 2006



Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

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Leslie A. Van Leeuwen
Leslie A. Van Leeuwen

1/18/06
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Organizational Risk Based On Personnel Planning Factors

Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 5 references;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(c) and:
 - ☒ no item of information contained in the information disclosure statement was cited in a communication from a foreign patent office in a counterpart foreign application, and, to the knowledge of the person signing the certification after making reasonable inquiry, no item of information contained in the information disclosure statement was known to any individual designated in § 1.56(c) more than three months prior to the filing of the information disclosure statement.
- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. **A duplicate copy of this sheet is enclosed.**
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By *Leslie A. Van Leeuwen*

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DATE: January 18, 2006



IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of:	§	Group Art Unit: 3623
Calderaro, et. al.	§	
Serial No.: 09/895,977	§	
Filed: June 29, 2001	§	
Title: <u>System and Method for</u>	§	Intellectual Property Law Dept.
<u>Organizational Risk Based On</u>	§	11400 Burnet Road
<u>Personnel Planning Factors</u>	§	Austin, Texas 78758

INFORMATION DISCLOSURE STATEMENT

The Commissioner of Patents
Washington, D.C. 20231

Sir:

Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

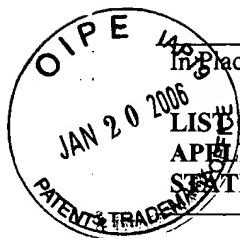
While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith. Please note that pages 12, 22, 32, and 36 are missing from the cited article, P&Q Review Productivity and Quality Performance Evaluation. This article was cited by the PTO in a related application, and these pages were missing from the copy we received.

Respectfully submitted,

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In Place of FORM PTO-1449 (Modified)

**LIST OF PATENTS AND PUBLICATIONS FOR
APPLICANT'S INFORMATION DISCLOSURE
STATEMENT**

Serial No. 09/895,977

Applicant: Calderaro, et. al.

Filing Date: 6/29/2001

Group: 3623

Atty. Docket No. AUS920010235US1

U. S. PATENT DOCUMENTS

Examiner <u>Initial</u>		Document <u>Number</u>	<u>Date</u>	<u>Name</u>	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
_____	AA	6,275,812	08-2001	Haq et al.	705/11	
_____	AB	6,853,975	02-2005	Dirksen et al.	705/11	
_____	AC	6,604,084	08-2003	Powers et al.	705/11	
_____	AD	5,706,452	01-1998	Ivanov, Vladimir I.	715/751	
_____	AE					
_____	AF					
_____	AG					
_____	AH					
_____	AI					
_____	AJ					
_____	AK					
_____	AL					

FOREIGN PATENT DOCUMENTS

Examiner <u>Initial</u>		Document <u>Number</u>	<u>Date</u>	<u>Country</u>	Classification	Translation <u>Yes No</u>
_____	AM					
_____	AN					
_____	AO					
_____	AP					

OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)

Examiner <u>Initial</u>		
_____	AQ	P&Q Review Productivity and Quality Performance Evaluation. Version 2. June 1995. (Best available copy – note that pages 12, 22, 32, and 36 are missing).
_____	AR	
_____	AS	
_____	AT	
_____	AU	

Examiner:

Date Considered:

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.